



Administrative Progress Report (APR) November 2005

To: POST Commissioners and Advisory Committee

From: KENNETH J. O'BRIEN
Executive Director

The APR is a monthly status report intended to inform POST Commissioners and law enforcement officials of recent progress on projects and instructional programs currently under development at POST.

RECRUITMENT SYMPOSIUM CONDUCTED

The 2005 Recruitment and Retention Symposium was conducted at the Hilton Burbank Airport and Convention Center on November 15-17, 2005. The audience of over 200 consisted primarily of law enforcement staff involved in recruitment, human resource/personnel representatives, and a few community members. The agencies represented had a combined total of more than 8,230 law enforcement vacancies.

A problem-based learning (PBL) format was used to address different aspects of recruitment. The PBL process challenged participants to explore ideas to solve the problem, identify known facts gleaned from the conference, list learning issues in terms of information needed to solve the problem, conduct required research, develop an action plan to address the assigned problem, and develop plans to evaluate results.

Participants were assigned to one of the following twelve tracks:

1. Developing a Recruitment Strategic Plan
2. Improving Your Selection Processes
3. Developing an Advertising Plan
4. Developing External Partnerships to Improve Recruitment
5. Personalizing the Recruitment Process by Courting Candidates and Family
6. Selecting the Right Staff as Recruiters and Training Them
7. Developing an Employee Referral Program
8. Creating Worker-Friendly Policies to Retain Workers
9. Improving Communication to Enhance Retention
10. Developing Effective Supervisors/Managers
11. Developing Strategies for Retaining Staff Longer and Keeping Retirees Engaged
12. Developing a Succession Plan

Eight of the 12 tracks were facilitated by POST Consultants and four by MIDP graduates. At least one member of the Recruitment and Retention Advisory Council participated in each track and nearly all tracks included a subject matter expert from either the public or private sectors involved in recruiting. Participants were encouraged to bring additional resources with them to help address learning issues and assist with developing an action plan. Six of the tracks were selected to present action plans in the final plenary session.

The keynote speaker was Colonel Stephen Wilkins, U.S. Army. Colonel Wilkins is responsible for recruiting in the western United States. His presentation was highly rated and most informative. Written evaluations by attendees indicated the symposium was very successful and extremely informative.

Following the symposium, an Executive Briefing and Feedback Session was conducted at 1:00 p.m. on November 17. Most of those who attended had also attended the symposium. The overall feedback was very positive and noted the timeliness of the symposium as agencies face big recruitment challenges.

Questions about the Recruitment and Retention Symposium may be directed to Management Fellow Merle Switzer, Training Program Services Bureau, at (916) 227-4861 or by email at Merle.Switzer@post.ca.gov.

ADMINISTRATION OF JUSTICE ADVISORY COMMITTEE MEETINGS

Santa Ana College and the Orange County Sheriff's Department held a joint Advisory Committee meeting on November 15, 2005, to update user agencies on program changes occurring at the Orange County Sheriff's Academy. Over 25 agencies and fifty people were in attendance. Topics included program goals, pass rates, changes in curricula, and status of the new Academy that broke ground on November 11, 2005. Completion of the new academy is expected in early 2007.

Miramar College (San Diego) held an Administration of Justice Advisory Committee meeting on October 25, 2005. This was an opportunity for the committee to meet the new President of Miramar College, Dr. Patricia Hsieh. Dr. Hsieh introduced herself to the members and engaged in a general discussion regarding the challenges facing Miramar College and its partners in providing public safety training in the coming years.

Senior Consultant Ed Pecinovsky of Region Ten attended both meetings and provided updated information on the status of POST programs, budget, and ways that POST can support ongoing activities.

Questions about the Administration of Justice Advisory Committee meetings may be directed to Senior Consultant Ed Pecinovsky, Training Delivery and Compliance Services Bureau, at (916) 227-4873 or by email at Ed.Pecinovsky@post.ca.gov.

FIRST BUTTE COLLEGE LEVEL I RESERVE CLASS SET TO GRADUATE

A cooperative effort among Butte, Shasta, Siskiyou and Lassen Colleges resulted in the first offering of a Level I Reserve course in northern California. The course is certified to Butte College but held at Shasta College for the convenience of students in the far northern counties of the State.

Of the 17 students who started the course, 14 are scheduled to complete this rigorous 17-week course. Students traveled from surrounding counties each Friday evening for classes that lasted through Sunday afternoon. All had previously completed Level III and Level II reserve training. Upon graduation each student will be qualified to be hired as a Level I reserve officer or a fully qualified police officer or deputy sheriff.

Graduation will be held at 4 p.m. on Sunday, December 11, 2005, at the Shasta Community College Auditorium. All interested persons are invited to attend.

Questions about the program or graduation may be directed to Region II Manager Dave Spisak, Training Delivery and Compliance Bureau, at (916) 227-4870 or by email at Dave.Spisak@post.ca.gov.

RECRUITMENT STAFF ASSIST IN THE POST READING AND WRITING RESEARCH PROJECT

As part of research into the feasibility of raising the entry-level reading and writing requirement (Strategic Plan Objective A.14) and the need for requiring a reading and writing examination for entry into the basic academy (Strategic Plan Objective A.15), the Standards and Evaluation Services Bureau hosted a workshop with recruitment staff from around the state on November 14, 2005 in Burbank. At the meeting, POST staff from both the Standards and Evaluation Services Bureau and the Basic Training Bureau, and law enforcement recruiters, discussed how recruitment and retention are impacted by reading and writing standards. Participants also discussed methods for improving reading and writing skills and provided feedback on suggestions made by other stakeholder groups (e.g., academy staff, District Attorney investigators).

As the Reading and Writing Research Project progresses, the information gathered from the stakeholder groups will help to guide revisions and updates to current reading and writing standards.

Questions about the Reading and Writing Research Project may be directed to Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830 or by email at Elizabeth.Wisnia@post.ca.gov. You may also contact Management Fellow John Ruffcorn, Standards and Evaluation Services Bureau, at (916) 227-4827 or by email at John.Ruffcorn@post.ca.gov.

RECIPIENT OF THE FIRST BASIC POST CERTIFICATE RETIRES

On April 22, 1963, Chief Don Canada of the Anderson Police Department appointed James J. Pope to the position of Police Officer. The previous November, then Officer Pope had graduated from the Police Academy in Concord, California.

On September 29, 1964, Officer Pope received POST Basic Certificate Number 1, becoming the first officer in the history of the Commission on Peace Officer Standards and Training (POST) to earn that certificate.

On July 5, 1965, Officer Pope became Deputy Sheriff Pope when he joined the Shasta County Sheriff's Office. There he earned his POST Intermediate, Advanced, Supervisory and Management Certificates.

On December 4, 1990, Deputy Sheriff Pope was sworn in as Sheriff of Shasta County. On March 5, 1993 he earned the remaining POST recognition offered, the Executive Certificate. Sheriff Pope has been a staunch supporter of POST and the professionalizing of law enforcement in general. He clearly 'walked the talk' in his personal and professional life.

On November 26, 2005, Senior Consultant Dave Spisak presented Sheriff Pope with a Commission Resolution at his retirement party. Sheriff Pope will officially retire in December, completing 38 years of service to law enforcement and his community. The POST Commissioners, Executive Director Ken O'Brien, and POST staff congratulate Sheriff Pope and on his service and wish him well in retirement.

Questions about James Pope's retirement may be directed to Senior Consultant Dave Spisak, Training Delivery and Compliance Services Bureau, at (916) 227-4870 or by email at Dave.Spisak@post.ca.gov.

STATE CENTER REGIONAL TRAINING FACILITY ACADEMY GRADUATES 101ST CLASS

The State Center Regional Training Center (SCRTCF) in Fresno graduated the 101st session of their Basic Law Enforcement Extended Academy on November 18, 2005. The graduates included six members of the Fresno Police Department, two members from the Madera Police Department and one member each from the Sanger Police Department, Reedley Police Department, Kerman Police Department, Selma Police Department and the San Bernardino Police Department. The remaining students were non-affiliated.

The graduating class completed 1022 hours of training by attending four hours a day for four days a week and a full day on Saturday. The graduating class had to maintain an academic average of 80% over the 42 weeks.

Officer Phaymany Syvongxay of the Fresno Police Department received the top overall academic score. He had an academic average of 96.2% and scored 100% on nine of the 26 written tests. The Leadership Award, which is sponsored by the California Academy Directors Association, was presented to Officer Christopher M. Anaya Jr. of the Madera Police Department.

One of the unique requirements for academy graduates from the State Center Regional Training Facility is that they perform a minimum of 10 hours of community service during the academy. Class 101 completed 1,239 hours of community service with graduate student Dwaine L. Craig II completing 104 hours.

The guest speaker was Chief Jeff Dunn of the Kingsburg Police Department. Jim Edison, the Coordinator of the class, was assisted by Robert Fox, the Dean of Students for Fresno City College; Richard Lindstrom, Director of the SCRTCF; Tom Lean, Coordinator of the Extended Format at SCRTCF; Rich Owen, Recruit Training Officer at SCRTCF; Sergeant Sherree Flores, Fresno Police Department; Agent Rick Louviere, Physical Training Instructor at SCRTCF; and Chief Doug Johnson of the Reedley Police Department. Chiefs of Police and Command Staff from Police Departments that had graduates in the class also pinned badges on and presented completion certificates to their new members. They also were assisted by family members of the respective graduates.

The graduation ceremony was held at the Northside Christian Church in Clovis, California. The auditorium was filled to capacity with relatives and friends of the graduating class; representatives of federal, state, county, and city government; and members of many law enforcement agencies. Region Four Manager Thomas Scheidecker, Training Delivery and Compliance Services Bureau, represented POST at the graduation ceremony.

Questions about the graduation may be directed to Region Four Manager Thomas Scheidecker, Training Delivery and Compliance Services Bureau, at (916) 227-4869 or by email at Tom.Scheidecker@post.ca.gov.

FIREARMS SKILLS TEST DEVELOPMENT PROJECT

In November, firearms performance dimensions associated with firearms competencies and evaluation criteria were presented to the Basic Course Consortium's Standing Alignment Committee. Subject matter experts attending a subsequent Firearms Skills Test Development Workshop considered Alignment Committee recommendations and drafted appropriate changes. The Standards and Evaluation Services Bureau will use the information to design a set of skills tests for pilot testing.

The proposed skills tests will be designed to assess specific firearms competencies and associated performance dimensions in all academies regardless of the type of range facility or weapons system used. The development of a standardized firearms skills test for the Basic Course is the subject of POST Strategic Plan Objective A.4.

Questions about the Firearms Skills Test Development Project may be directed to Senior Personnel Selection Consultant Bob Holmgren, Standards and Evaluation Services Bureau, at (916) 227-4537 or by email at Bob.Holmgren@post.ca.gov.

CALENDAR OF EVENTS ON THE POST WEBSITE

Due to security concerns, the POST Calendar of Events is located within the Flagship Network on the POST Website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel that is accessed through a user identification and password.

Information about obtaining access is located at http://www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to Phyl.Barrus@post.ca.gov.

LEGISLATIVE UPDATE

Information regarding bills with a Commission position appears on the following page. The POST Website provides access to legislative information as follows:

Assembly Bills of interest to law enforcement:

- By Assembly Bill Number: <http://www.post.ca.gov/about/legislation/AssemblyBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/AssemblyAuthors.pdf>

Senate Bills of interest to law enforcement:

- By Senate Bill Number: <http://www.post.ca.gov/about/legislation/SenateBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/SenateAuthors.pdf>

Bills with a Commission position:

<http://www.post.ca.gov/about/legislation/position.doc>

STATUS OF LEGISLATION ON WHICH THE COMMISSION HAS TAKEN A POSITION

The following are bills on which the Commission has taken a position. Other bills of interest to law enforcement stakeholders may be viewed at <http://www.post.ca.gov/about/legislation.asp>.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 22</u> (Lieber)	Trafficking in Persons: This bill would add several crimes related to trafficking of persons for forced labor or services and the trafficking of minors. It would provide restitution and damages to victims and would require law enforcement agencies to screen victims and issue specific documents. <i>Commission Position: Neutral</i> – no longer applies to POST	Chapter 240 (9-21-05)
<u>AB 41</u> (Yee)	Human Trafficking: This bill would establish the crime of trafficking persons for forced labor or services and the crime of trafficking of a minor for sexual servitude. It would provide for forfeiture of items used in the commission of trafficking offenses. <i>Consolidated into AB 22</i> <i>Commission Position: Neutral</i> – does not apply to POST	ASM Public Safety (4-28-05)
<u>SB 57</u> (Alarcon)	Fines and Penalties: This bill would increase the authority of county boards of supervisors to levy additional penalty assessment on fines for criminal offenses and other specified offenses. It would authorize counties to expend 15% of the funds collected in this manner to be used to fund equipment and reimburse trauma care facilities that provide pediatric trauma care. Ten percent of the funds collected would go to county administration costs, and the remaining 75% would be allocated to the existing Maddy Emergency Medical Services Fund. <i>Commission Position: Oppose</i>	Vetoed (10-07-05)
<u>SB 180</u> (Kuehl)	Human Trafficking: This bill would establish a special task force to study programs available to victims of trafficking, the need for additional criminal sanctions, and would report to the Governor, Legislature, and the Attorney General. In addition, it would require POST to develop training for peace officers on human trafficking enforcement. <i>Commission Position: Neutral</i>	Chapter 239 (9-21-05)

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>SB 719</u> (Romero)	Police Pursuits: This bill encourages law enforcement agencies to adopt, promulgate, and implement a vehicle pursuit policy and encourages agencies to adopt a policy that addresses each of the POST Vehicle Pursuit Guidelines. In order for agencies to have immunity from liability, encourages agencies to provide each officer a copy of the agency's pursuit and that they receive annual training. This bill would elevate penalties for persons who flee from officers. Agencies would be required to report pursuits to the California Highway Patrol providing specified information within a prescribed amount of time. <i>Commission Position: Neutral</i>	Chapter 485 (10-04-05)
<u>AB 760</u> (Nava)	Criminal Procedure: Arrest of Caretaker Parent: This bill would require that a caretaker parent be authorized to make two additional phone calls to arrange for child care. It would require state and local peace officers and custodial officers to advise caretaker parents of their entitlement to make the additional phone calls. <i>No longer requires POST to develop training.</i> <i>Commission Position: Neutral</i>	Chapter 635 (10-07-05)
<u>SB 986</u> (Escutia)	Consumer Credit Reports: Employment Purposes: This bill would substantially curtail the use of consumer credit reports and financial history information for employment purposes, including law enforcement background investigations. <i>Commission Position: Oppose unless amended</i>	Judiciary Comm. 2-year bill (5-03-05)
<u>SB 1237</u> (Leno)	Taser: This bill would require every law enforcement agency to report to the Department of Justice (DOJ) specified information about each use of a taser. It would require the DOJ and the Department of Health Services to prepare reports to the Legislature, as specified, by July 1, 2007. <i>No longer requires POST to certify taser training.</i> <i>Commission Position: Neutral</i>	ASM Inactive File Failed Passage (6-09-05)
<u>AB 1657</u> (Evans)	Child Victims: Child Advocacy Centers: This bill would establish funding for child advocacy centers from the State Penalty Fund and would also increase the percentage of distribution of the State Penalty Fund to the Peace Officers' Training Fund and the Victim-Witness Fund by reducing the percentage distributed to the Driver Training Fund. <i>Commission Position: Neutral</i>	ASM Approps. Suspense - Held (5-25-05)